

## **Member Development Steering Group**

**6 May 2009**

Report of the Head of Civic Legal and Democratic Services

## **Member Development Programme 2009/2010**

### **Summary**

1. This report sets out the first draft of the proposed programme of Member Development events for 2009/2010

### **Background**

2. The last full programme of development events for members took place throughout 2007 following the elections. Following this intensive period subsequent training has been arranged on an as and when basis on topics such as, Planning, Risk Management, Partnership Working, Scrutiny, Data Protection and Member/Officer Relationships.
3. An annual programme of events will in future be produced in conjunction with the Member Development Steering Group and the evaluation of the programme and attendance at development sessions by members will be monitored regularly by the Steering Group as part of the comprehensive approach to achieving Charter Status.

### **Annual Programme of Development Events 2009/2010**

4. Attached is the draft programme for 2009/2010 (Annex A) on which members comments and suggestions are welcome. The programme will be brought back to the next meeting of the Steering Group with further revisions for final approval.

### **Additional Development Support and Opportunities**

#### **5. Personal Development Plans (PDP's)**

In recent years it has been common practice to offer PDP's to all newly elected members and members embarking on new roles following the Annual Meeting. However, in it's report dated 20 January 2009 the Executive agreed that all Members should be encouraged to undergo Personal Development Interviews in the future. The approach for engaging all members in the PDP process will be considered at the next meeting of the Steering Group and at the same time consideration will also be given with regard to the choice of PDP consultant for coming year.

6. **Modern Councillor e-learning Courses** – A suite of around 10, 30 minute e-learning courses such as ‘Community Leadership’, ‘Risk Management’, ‘Equality & Diversity’, ‘Chairing Meetings’ and the Code of Conduct are available to York’s elected members through North Yorkshire County Council’s ‘Learning Zone’ portal. The Learning Zone offers Members the flexibility to complete short e-learning by logging on to the following site <https://learningzone.northyorks.gov.uk/learningzone/main/default.aspx>. Members require a log in and password which can be obtained from Member Support.
7. **IDeA Leadership Academy** – Political groups are encouraged to put forward one member per year for the ID&eA’s Leadership Academy Programme, which aims to develop participants’ leadership style, give them confidence and create a support network among peers in other councils. Places are available to Executive and scrutiny committee members; scrutiny chairs; and opposition spokespeople.
8. **External Conferences/Events** - The core programme is regularly supplemented with relevant external conferences/seminars including training events hosted by neighbouring authorities, details of which are circulated on email to members
9. **European Computer Drivers License (ECDL)** – Members are eligible to enrol on the Council’s ECDL programme. ECDL is a widely recognised IT qualification covering a range of computer skills. Study can be in members own time using their home computers. Information sessions are run on a regular basis at the Training & Development Centre and support is available for employees and councillors throughout the course
10. **Reading Material, CD’s etc** - To supplement the core programme of events Member Support are able to offer a range of CD’s and Books for loan covering a range of topics which include; Speed Reading, Speaking in Public, Dealing with Difficult Situations, Effective Chairing and Scrutiny Skills.

## **Consultation**

11. Consultation on individual courses has taken place with relevant directorates, no other consultation is necessary other than with the Steering Group

## **Options**

- 12.(a) To approve the draft Member Development Programme as set out in Annex A  
  
or  
  
(b) To approve the draft Member Development Programme as set out in Annex A with further suggestions/revisions

## Corporate Priorities

13. The provision of a Member Development Programme is consistent with the priority actions included in the Council's refreshed Corporate Strategy. In particular the provision of strong leadership, supporting and developing people and encouraging improvement in everything we do.

## Implications

14. The following implications have been considered:

- **Financial** – Any financial costs associated with the Member Development Programme 2009/2010 will be met from the existing £10K Member Development budget managed and monitored by the Senior Member Support Officer.
- **Human Resources (HR)** – Any HR issues arising from the programme relate to trainers & staff support for events.
- **Equalities** - There are no equality implications other than the proposed Pre-council Seminar on Equality and Human Rights legislation which is intended to positively promote awareness of these issues for members. Members will receive at a future meeting a suggested Member Training and Development strategy/policy which will take account of access, equality and diversity issues.
- **Legal** – There are no Legal implications associated with this report.
- **Crime and Disorder** – There are no crime and disorder implications associated with this report.
- **Information Technology (IT)** – Any IT implications associated with this report relate to the provision of ECDL training made available to members as part of the Member Development Programme.
- **Property** – There are no property implications associated with this report
- **Other** – There are not other implications associated with this report.

## Risk Management

15. If members do not agree an annual Programme, there is a risk that the Council will fail to achieve either Charter Status or to improve development opportunities for Members.

## Recommendation

16. It is recommended the Member Development Steering Group approve the draft Member Development Programme to enable arrangements for the delivery of planned events for 2009/2010 to commence.

## Contact Details

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**Report Approved**

**Date** 28 April 2009

## Specialist Implications Officer(s)

**Wards Affected:**

**All**

For further information please contact the author of the report

**Background Papers:**

None.

**Annexes:**

Annex A – Member Development Steering Group Annual Work Plan